



MINUTEMAN INFORMER
January – April 2003



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HUMAN RESOURCE OFFICE

Director	COL Shawn Keyes	562-0852
Admin Suppt Asst.	SPC Nellisha McLeary	562-0851
Labor Relations Officer	CW2 Mickey McGuire	562-0857
State EEO Manager	MSgt Kathey McCready	562-0854
EEO Specialist	Vacant	562-0856
AGR Manager	LTC Nicholas Chimienti	562-0882
AGR Staffing Specialist	Sharon Marrazzo	562-0860
Staffing Specialist	CW2 Michele Thomas	562-0872
Staffing Assistant	Colleen Joseph	562-0871
Senior Personnel NCO	MSG Daniel Balderose	562-0863
Personnel Technician	SPC Nicole Latham	562-0861
Personnel Mmgt Specialist	SFC Joyce Locklear	562-0878
Personnel Mmgt Specialist	Lorraine Hannibal - Jamison	562-0877
Personnel Services Mgr.	MAJ Daniel Mahon	562-0853
Employee Develop Spec	1Lt Devon Hanson	562-0874
Classification Specialist	CPT Paul Rumberger	562-0873
Classification Assistant	TSgt Barbara Alcott	562-0870
Classification Assistant	SSgt Diane Hess	562-0889
Employee Relations Spec	CMSgt Kathy Christian	562-0881
Personnel Assistant	SPC Vanessa Platt	562-0867
Personnel Assistant	PFC Tawasha Vann-Weaver	562-0866
Personnel Assistant	Vacant	562-0887
Personnel Assistant	SPC Elizabeth Obuobisa	562-0864
Health Services, NCOIC	SFC Josephine Grey	562-0865
Health Services, NCO	SGT Michelle Rizzo	562-0880
Health System Specialist	SrA Jacquelyn Bertrand	562-0858

Standard Day Off CY2003

January 06	April 14	July 07	October 14
January 21	April 28	July 21	October 27
February 03	May 12	August 04	November 10
February 18	May 27	August 18	November 24
March 03		September 02	
March 17	June 09	September 15	December 08
March 31	June 23	September 29	December 22

2003 FEDERAL HOLIDAYS

DATE	HOLIDAY	DATE	HOLIDAY
01 JAN 03	NEW YEARS DAY	01 SEP 03	LABOR DAY
20 JAN 03	MARTIN LUTHUR KING'S BIRTHDAY	13 OCT 03	COLUMBUS DAY
17 FEB 03	PRESIDENTS DAY	11 NOV 03	VETERAN'S DAY
26 MAY 03	MEMORIAL DAY	27 NOV 03	THANKSGIVING DAY
04 JUL 03	INDEPENDENCE DAY	25 DEC 03	CHRISTMAS DAY



HUMAN RESOURCES OFFICER

*SHAWN P. KEYES
COL, GS, NJARNG
Assistant Chief of Staff, J1
(609) 562-0852*

As we enter this new year, your HRO office is the busiest I have ever seen. I'm proud of the progress this staff is making to ensure we have more timely personnel actions. I am still not satisfied, I know we can do better, and will strive to do better. I have an open door policy. Many of you stop in to say hi, and many of you stop in with your concerns about jobs, and some stop in with justifiable gripes, I encourage you to continue this practice, but in most cases, problems and concerns are solved at the unit level. Make no mistake about this, I will not do shady deals, I will not do anything illegal, I will not go to jail and I am certainly not going to put the Adjutant General in that predicament either. Everything we make decisions on is governed by Technician Personnel Regulation (TPR) or **LAW**. We do not make arbitrary decisions! My guidance to this staff has always been, and will continue to be, airmen/soldiers first.

We recently selected Master Sergeant Kathey McCready as our State Equal Employment Manager to replace Major Evelyn Torres. We wish her well in this new and vital position.



Equal Employment Opportunity

MSgt Kathey McCready, 562-0854

HRO Trains 13 New EEO Counselors

During the 4th Quarter of last year, the Equal Employment Opportunity Office trained thirteen (13) newly appointed EEO Counselors from both the New Jersey Army and Air National Guard. Ms Phyllis Brantley, National Guard Bureau EEO Specialist conducted the 32 hours Initial Equal Employment Opportunity Counselor Training. This training is mandatory for all newly appointed EEO Counselors. With these newly trained EEO Counselors, the New Jersey National Guard now has eighteen (18) fully qualified EEO Counselors all over the state to deal with your discrimination complaints. CONGRATULATIONS to our new EEO Counselors!!

Listed below is a list of all EEO Counselors in the New Jersey National Guard:

LTC William Campbell	57 th Troop Command, Atlantic City
LTC Steven Ferrari	G-3, Fort Dix
Cw2 Artie Kimbrough	USPF&O, Fort Dix
MSG Alfred Lundy	HHT 5 th 117 th CAV, Vineland
MSgt John Connors	108 th ARW, McGuire AFB
MSgt Michele Pierce	177 th FW, Egg Harbor Twp
MSgt Robert Carter	108 th ARW, McGuire AFB
SSG Calvin Davis	HQ 2 nd 113 th , Riverdale
SSG Jose Couselo	HHB 3 rd 112 th FA, Morristown
TSgt Luis Collazo-Morales	108 th ARW, McGuire AFB
TSgt Jeanette Giza	177 th FW, Egg Harbor Twp
SGT Carl Craft	OMS # 21, Cherry Hill
SGT Neville Link	HHC 50 th Spt Bn, Teaneck
SGT Dawn Crouse	OMS #4, Cape May
SPC Kathleen Parent	UTES, New Egypt
SPC Denis Arnhold	CSMS-A, Bordentown
SPC John Kinyon	HQ 2 nd 102 nd AR, Port Murray
Ms Letitia Queen	USPF&O, Fort Dix



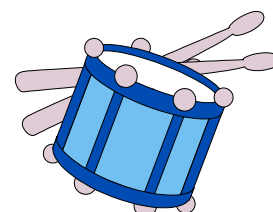


Equal Employment Opportunity Events For 2003

Martin Luther King JR Birthday Theme: "Remember! Celebrate! Act! Day on & Not a Day off"	20-25 Jan 03
African American History Month Theme: "The Souls of Black Folk"	February
16Th National Society of Black Engineers	13-15 Feb 03
National Women's History Month Theme: "Women Pioneering the Future."	March
21st Annual Women in Science and Engineering (WISE) National Training and Development Program	TBA
Days of Remembrance Theme: "Memories of Courage"	27 Apr - 4 May 03
DACOWITS Spring Conf	TBA
Asian/Pacific American Heritage Month Theme: "Salute to Liberty"	May
Armed Forces Day	7-May-03
Federal Asian/Pacific American Council (FAPAC) National Leadership Training Conference	12-16 May 03
NGB-EO Conference	2-6 Jun 03
Memorial Day	26 May 03
30th National Image, Inc Annual Convention and Training	19-23 May 03
League of United Latin American Citizen (LULAC) Theme: "Leading the New Majority, Shaping the Future"	23-29 Jun 03
Federally Employed Women National Training Conference Theme: Building Tomorrow's Leaders Today"	7-11 Jul 03

(EEO cont.)

93rd Annual NAACP National Convention	12-17 Jul 03
National Urban League	TBA
Annual Tuskegee Airmen, Inc. (TAI) & Organization of Black Airline Pilots	5-10 Aug 03
Annual Blacks in Government Conf. (BIG) Theme: "Achieving Excellence Through Professional Development"	25-29 Aug 03
Women's Equality Day	26-Aug-03
Hispanic Heritage Month Theme: TBA	15 Sep – 15 Oct
Congressional Black Caucus (CBC) Legislative Weekend	Sep
Historically Black Colleges & Universities (HBCU's) Week	22-26 Sep 03
Annual Meeting of Hispanic Association of Colleges and Universities (HACU) Theme: "Re-Encounter and Vision United by the Past, Working in the Present, and Looking Towards the Future"	26-29 Jul 03
National Disability Employment Awareness Month	15-Oct
58th Annual Convention of the National Congress of American Indians	TBA
DACOWITS Conf	TBA
American Indian Heritage Month	Nov
National Association of Hispanic Federal Executives (NAHFE) Annual Executive Training Conference	Nov
Veteran's Day	11-Nov-03
Gov't Wide Conf. On Employment of Persons With Disabilities	9-13 Dec 03

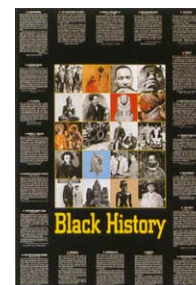


(EEO cont.)

Equal Opportunity special/ethnic observances are conducted to enhance cross-cultural awareness among all soldiers, civilian employees and their families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society. The observances should also promote understanding, teamwork, harmony, and pride among all groups, not just within the specific group being honored.

EVENTS 2003:

Jan 20	Martin Luther King Jr. Observance
Feb	Black History Month "The Souls of Black Folk"
Mar	Women History Month "Women Pioneering the Future"
27 Apr – 4 May	Days of Remembrance "Memories of Courage"
May	Asian/Pacific Heritage Month
Aug 26	Woman Equality Day
15 Sep – 15 Oct	National Hispanic Heritage Month
Oct	National Disability Awareness Month
Nov	Native American/Indian Heritage Month





NOTES FROM THE SUPERVISORY AGR BRANCH CHIEF

LTC Nicholas Chimienti

(609) 562-0882

DA Form 31

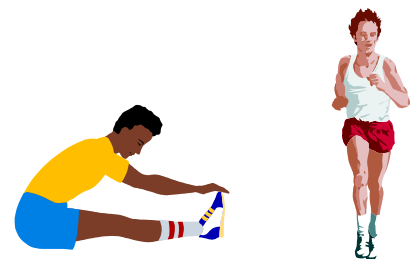
Effective immediately, in addition to signing item #13, the approving authority must complete and authenticate items 14 & 16 and 15 if applicable prior to forwarding to the Human Resource Office.

ENLISTED VACANCIES IN THE PAY GRADE OF E6-E9

Enlisted vacancies in The Pay Grades E6 through E9 are filled in the following manner:

Unit requests that a vacancy be filled identifying the Unit, Position Title, Pay Grade and MOS

- ◆ 1st Method: The position will be offered to soldiers in the appropriate pay grade who are in the priority placement program.
- ◆ 2nd Method: A Command directed reassignment from the Chief of Staff's Office
- ◆ 3rd Method: A vacancy announcement will be published to allow AGR soldiers in the same pay grade and MOS to submit resumes to be considered for reassignment opportunity. (This announcement will be opened for a period of 15 Days. If resumes are submitted, this office will proceed to Method 4 below for selection)
- ◆ 4th Method: STPA
- ◆ 5th Method: Any interested applicant, to include non-AGR members. All non-AGR soldiers must pass an APFT administered by this office as a condition of employment.





SENIOR PERSONNEL, NCO

MSG Daniel F. Balderose (609) 562-0863

AGR Personnel have or will complete total years of Active Federal Service as indicated below:

Five years service

SGT	Gonzalez Maria Eugenia	NJARNG REC & RET CMD	11 Feb 03
SSG	Griffin William Mark	HHC 2D BN 102D ARMOR	21 Mar 03

Ten years service

SFC	Grey Josephine Catherine	HQ STARC NJARNG	13 Feb 03
2LT	Rodriguez John Vincent	CO E 50TH SPT BN (MAIN)	6 Feb 03

15 years service

SFC	Fisher Roseanne Teresa	HQ STARC NJARNG	16 Mar 03
SFC	Paredes Marco	NJARNG REC & RET CMD	9 Jan 03
LTC	Devery Dennis William	NJARNG REC & RET CMD	23 Jan 03
MAJ	Schepens Henry Raymond	HHB 3D BN 112TH FA	19 Feb 03
SFC	Albano Sue Carol	HQ 50TH PERS SVC BN	16 Mar 03

20 years service

MSG	Williams Warren Tyrone	NJARNG REC & RET CMD	30 Jan 03
MAJ	Ciampa Frank Joseph	NJARNG REC & RET CMD	6 Feb 03
MSG	Maskery Timothy Paul	ARNG TNG & TNG TECH BTL	29 Jan 03
SFC	Whray Thomas Edward	NJARNG REC & RET CMD	11 Mar 03
SGM	Amoroso Michael Cornelius	HQ STARC NJARNG	17 Mar 03
MSG	Zubick Norman Floyd	HHB 3D BN 112TH FA	20 Jan 03
SFC	Sims Bernard	CO E 2D BN 113TH INF	26 Feb 03
SSG	Lewis Ralph Lloyd Jr	CO B 1ST BN 114TH INF	3 Mar 03
SSG	Gutierrez Michael	CO E 1ST BN 114TH INF	19 Jan 03
SFC	Mckinney Keith Duran	HQ STARC NJARNG	3 Mar 03
SFC	Floyd Ralph Grant	HHC 1ST BN 150TH GSAB	17 Feb 03

25 years service

MSG	Homen Robert Allen	HHC 1ST BN 114TH INF	1 Mae 03
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(Sr. Personnel Cont.)

Congratulations to personnel listed below on their promotions, effective 17 Jan 03:

To SFC

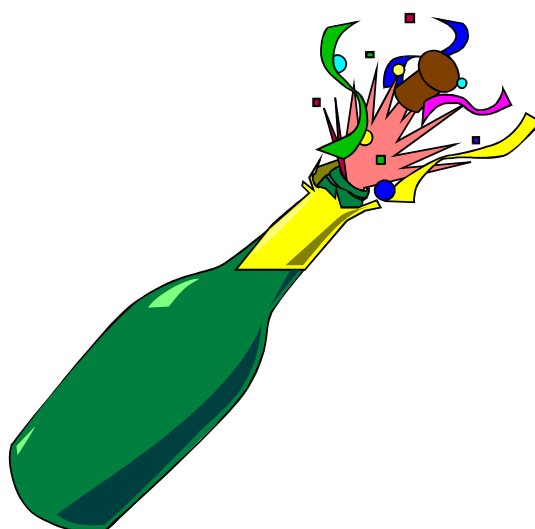
Thomas Dwyer	Rec & Ret Command
Robert Greco	SSB
Jeanette Curry	Rec & Ret Command
Robert C Bartley	119 th Spt Bn (CORPS)

To SSG

Ellis Parker	DPCS
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Good luck to personnel listed below on their retirements:

SSG Donald Miller	50 th Spt Bn	31 Dec 02
MSG Martin Nicholas	High Tech Tng Ctr Site-Maint	31 Jan 03
SFC John W. Nielsen	250 th Sig Bn	31 Jan 03
SFC Ernest Fink	50 th Pers Svc Bn	31 Jan 03
SFC Pamela Puca	HQ STARC	28 Feb 03
SFC Dwayne A. Clowney	HQ STARC	31 Mar 03
SFC Thomas E. Whray	Rec & Ret Command	31 Mar 03
SSG Ralph Lewis	1 st Bn 114 th Inf	31 Mar 03
MSG Russell J. Falstrom	50 th Spt Bn	31 Mar 03
LTC John E. Kieslor Jr	DISCOM	31 Mar 03





PERSONNEL MANAGEMENT

MAJ Daniel Mahon, (609) 562-0853

Things are going well in the Technician Branch of the Human Resources Office over the last few months since we last talked. We continue to meet the needs of the total organization as best we can within the fiscal restraints we work under. Temporary Technicians have been hired in support of the CLRT-X, which will be conducted at the end of February 2003 by team members from National Guard Bureau. We will continue to reduce the amount of time necessary to request a Position Fill, Announce a Vacancy, Distribute the Selection Register, Interview, make a Selection and notify the Selected individual on their start date. This is not as quick as people would like but we must follow Federal Laws in this process. As I settle into this position I have come to realize everyone should be a GS-15 Step 10, HOWEVER, since that's not how it works we need supervisors to ensure several things while completing their duties. First of all get all Technician Appraisals up to date, make sure technician are correctly slotted on UMRs, are they completing the duties and responsibilities of the Position Description for that particular job... if they are doing MORE... ask for a Desk Audit... **maybe** they are entitled to a higher grade... **maybe** they are entitled to an incentive award or quality step increase. Training is still available at selected sites if it will help them do their jobs and/or advance them. Technicians should review their Technician File every year just like their MPRJ/201 File so they can keep it current. We are getting better and we are willing to help....call me 609-562-0853....we will get you the correct answer to your questions and concerns. Thanks for being part of a great Full Time Support Staff. Remember: Army + Air = the New Jersey National Guard supported by the Purple Team of Army and Air Guard members here in HRO.



EMPLOYEE RELATIONS

CMSGT Kathy Christian, (609) 562-0881

BENEFITS AND ENTITLEMENTS FOR TECHNICIANS ENTERING EXTENDED MILITARY ACTIVE DUTY

Useful web sites for information relative to employee benefits: www.opm.gov, www.tsp.gov, and www.fedweek.com. The employee relation's section is always available to assist with any questions relative to your federal benefits.

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) generally requires the agency to place the technician entering the military on Leave Without Pay (LWOP) unless the technician chooses to be placed on military leave or annual leave, as appropriate, or the technician requests to be separated.

Health Benefits: Technicians may continue to be covered by FEHB for up to 18 months, unless he/she elects in writing to have the enrollment terminated (SF-2809 must be completed and signed). If he/she chooses to continue the FEHB, he/she is responsible for paying the technician share of the premium for the first 12 months and 102% for the final 6 months of continued coverage. *Payment may be made currently or the technician may incur a debt to be paid upon their return for the first 12 months premium. Payments after the first 365 days must be made on a current basis.

Note: You may cancel your FEHB at any time by notifying your personnel office. When you cancel an enrollment, it is considered a break in coverage. Termination is not considered a break. When an employee who has been on military duty returns to active Federal service, he or she can enroll in an FEHB plan within 60 days of the return to service (as long as the position is not excluded from coverage).

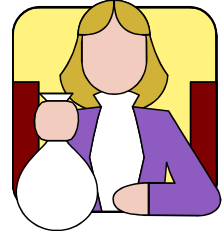
Life Insurance Benefits: While in a LWOP status, FEGLI (both basic and all optional coverage) continues for up to 12 months at no cost to the technician. After 12 months, coverage is terminated and he/she has a 31-day temporary extension of coverage for conversion to a non-group policy. If the technician separates to enter active military duty, his/her life insurance terminates on the date of separation, subject to a 31-day temporary extension of coverage for conversion to a non-group policy.

NGAUS Technician Insurance Program:

TechPay Disability Insurance – TechPay insurance program does not cover losses caused by or resulting from Active Duty in Federal Service under orders which specify a period of over 30 days, or service in the Armed Forces of a foreign or international authority.

Since coverage is not provided during active duty over 30 days, no premium needs to be paid. The insured does not have to “make up” back premiums when payroll deductions resume.

Technician TermLife/TechLife/Guard Life Insurance – Coverage continues 24 hours a day, anywhere in the world, including during active duty. There are no war or aviation exclusions.



(BENEFITS AND ENTITLEMENTS CON'T)

Pay: While in a LWOP status, technicians will receive compensation from the Armed Forces in accordance with the terms and conditions of their military appointment. They will not receive any compensation from their civilian employing activity unless they elect to use military or annual leave. Technicians may elect to utilize any annual leave, military leave, or compensatory time earned at the beginning of their tour, or they may let it remain in their account until they return to duty. The LWOP period will begin on the first non-payday of the tour.

Thrift Savings Plan: No contributions can be made to the TSP while on LWOP or separation from the civilian position. However, if the technician is restored to his/her technician position, retroactive contributions and TSP elections may be made to cover that period of service.

Union Dues: Technicians should be reminded that, generally, union dues are discontinued until he/she is re-employed.

Retirement: A technician who is placed on LWOP while performing active military duty continues to be covered by the retirement law, i.e., CSRS or FERS. Death and disability benefits under the civilian retirement rules would apply as if the technician continued in their technician position.

If the technician becomes disabled for his or her civilian position during the LWOP and has the minimum amount of civilian service necessary for title to disability benefits (5 years for CSRS, 18 months for FERS), the technician will become entitled to disability benefits under the retirement law

Military service may be credited under the retirement system, subject to the rules governing credit for military service. Upon restoration to the civilian position, the technician may make a deposit for the military service. The deposit would equal the lesser of (1) Seven percent (or 3% for FERS) of the military basic pay *OR* (2) Seven percent (or .8% for FERS) of the civilian pay. If the military deposit is paid before the interest accrual date (within 3 years of returning to a covered position), no interest is charged on the military deposit.

LEAVE AND EARNING STATEMENTS

In a time of direct deposits and electronic updates, you **MUST** continue to review your Leave and Earning statement. You, the employee, have a responsibility to verify that your leave and earnings statement is correct each pay period. Earnings, deductions and leave alike are susceptible to error. Whenever a change occurs in either your pay or benefits (i.e. Open season changes, pay adjustments, promotions, etc.) you must verify that the change has properly processed.

Trouble spots seem to be health, life and disability insurance premiums and overdue within grade increase. If you end up owing a past-due premium on a benefit, your claim that you didn't know won't relieve you of the responsibility for repayment. The Human Resource Office (HRO) works diligently to avoid such problems; however, you should keep a watch.



LABOR RELATIONS

By CW2 Mickey McGuire, (609) 562-0857

Annual Notification of Employee's Right to Union Representation {Weingarten Rights}

HRO-LRS

January 2003

MEMORANDUM FOR All NJDMAVA Technician Personnel

SUBJECT: Annual Notice of Bargaining Unit Employee's Right to Union Representation, When Requested, During Meetings with Agency Representatives.

1. The Civil Service Reform Act gives Federal Technicians in units represented by an exclusive labor organization the right to have a union representative present at a meeting, which involves an examination by a representative of the agency in connection with an investigation. Section 7114(a) of the CSRA of 1978 states that:
 - a. An exclusive representative of an appropriate unit in an agency shall be given an opportunity to be represented at:
 - b. Any examination of an employee in the unit by a representative of the agency in connection with an investigation if:
 - (i) The employee reasonably believes that the examination may result in disciplinary action against the employee; and
 - (ii) The employee requests representation.
2. As required by Title 5 USC, Chapter 71, Section 7114(a)(3), this memorandum constitutes notice of the right set forth in this provision.

MICKEY R. McGUIRE
CW2, NJARNG
Labor Relations Specialist



EMPLOYEE DEVELOPMENT

1Lt Hanson, (609) 562-0874

Happy New Year everyone. We just completed our first Basic Supervisors course for the new FY in December. This is mandatory training for all new supervisors, Army and Air. It is taught by HRO specialist in their respective field. Evaluations done by attending members was very positive and felt the training very beneficial. We are looking at a June or July time frame for another Supervisors course. Looking forward, the annual technician/AGR training survey is due out in April and I would recommend that all estimated training requests be submitted. This survey helps me in justifying and defending the training budget.

This year, there was no training or travel money given to the states from National Guard Bureau. Therefore, management had to set aside what it felt was adequate training and travel funding. Hence, the importance of submitting your training survey.

Some on-site upcoming courses for this year are:

Pre-Retirement Seminar (4-5 Feb)

Mid-Career Retirement Seminar (TBD)

TSP Informational

Financial Planning

Management Decision Making and Problem Solving

Please feel free to e-mail or call me for any training request or questions you may have. Some training to keep in mind for your people as a whole are: **Stress Management, How to Deal With Difficult People, Professionalism in the Workplace, and Violence in the Workplace.**

Just a reminder:

1. When requesting training please submit information on the training course you are applying for along with the DD Form 1556.
2. The DD FORM 1556 must be signed by a supervisor.
3. Copy three and nine of the evaluation sheet must be completed by trainee within two weeks of course termination; the trainee's supervisor will complete the supervisor's portion within three weeks and returned to HRO/EDS.
4. Certificate of Training should be submitted to HRO/EDS.
5. All 108th ARW personnel requesting orders for a training course must send a copy of the request to the HRO/EDS along with the DD Form 1556

If you have any questions or are unsure of training issues please give me a call, 1Lt Hanson, at 609-562-0874, DSN 944-0874.



HEALTH SERVICES

SFC Josephine Grey, NCOIC, 562-0865

SGT Michelle Rizzo, NCO, 562-0880

SrA Jacquelyn Bertrand, Health Services Spec. 562-0858



SUBJECT: TRICARE Enrollment & Re-enrollment for Traditional NJNG Soldiers.

Just a reminder for National Guard soldiers that prepare for mob and deployment, if soldiers are put on orders for example, 1 Oct to 30 Sep and then given new orders for the following year of 1 Oct through 20 Sep, the service member must re-enroll in TRICARE Prime. Many soldiers do not realize that if their family members are enrolled in TRICARE Prime, they are automatically disenrolled at the end of the first orders and they must actively re-enroll with the new orders even if there isn't a break in service. DEERS is set up to trigger disenrollment at the end of a set of orders, so it is imperative that the service issues orders in a timely manner.



Classification Assistant

TSgt Barbara L. Alcott, (609) 562-0870

NEW POSITION DESCRIPTIONS

It's not uncommon for the Classification Staff to hear "I was at the _____ (fill in the blank) Conference and my OPR said there's new position description out for me (or my staff), but I haven't seen them. Do you have them?"

Sometimes at various conferences, an OPR will discuss rewriting position descriptions for the technician workforce. Sometimes the new position descriptions could involve a change in grade. Occasionally, an OPR will discuss a position description rewrite project that NGB has not tasked their Classification staff to review. At HRO, the Classification staff is aware of the position description projects NGB is working on.

After a position description is rewritten and all approvals (OPR, NGB) have been received, HRO Classification staff receives notification of all new position descriptions. We in turn review the position descriptions, determine any actions we need to take and inform the appropriate activity.

If you're curious if the position description you or your staff has is undergoing a rewrite project, give us a call. We can research that for you. Call CPT Paul E. Rumberger, Classifier, at 609 562 0873, DSN 944 0873 or TSgt Barbara L. Alcott, Classification Assistant, at 609 562 0870, DSN 944 0870.



THE MANNING DOCUMENT

If you've recently spoken to a member of the Classification Staff you may have heard us speak of the "manning document." So what is it? The manning document is a tool Classification uses for position management. It's a listing of all positions and individuals assigned to a particular activity.

Classification locally prepares a manning document based on information from NGB. NGB will provide the position organization structure format and HRO Classification creates a local document for our use. Our locally created document will include position management information such as position title, grade, series, grade, paragraph/line number or functional account and current incumbent information.

We understand our document can be difficult to understand. But that's why we're here – to help you understand. Classification can provide a copy of your activity's document as well as an explanation of the various codes. Let us know what we can do for you. Contact CPT Paul E. Rumberger, Classifier, at 609 562 0873, DSN 944 0873 or TSgt Barbara L. Alcott, Classification Assistant, at 609 562 0870, DSN 944 0870. We look forward to hearing from you.

